

HISPANIC DIVERSITY WORKING GROUP

MEETING MINUTES

July 9, 1998

ASPEN Conference Room, Third Floor at CIT

9:15 am – 11:00 am

Welcome, chaired by Leonard Romero then by Roberto Gonzales

Members present were Leonard, Lawrence, Josie, Alfonso, Jolyn and Roberto.

Review and Approval of Meeting Minutes from June 18 Meeting:

Reviewed and some changes were suggested to committee reports.

Motion: Alfonso moved to accept the minutes with the reflected changes. Second by Lawrence. Motion carried.

DVO June 24 Meeting Review

Leonard reported that the group met for two hours during a working lunch. The goal is to improve the working relationship between diversity working groups and the DVO. Issues addressed included budget, communications, DVO Representative responsibilities, and member selection. The group brainstormed, offered suggestions and solutions, and scheduled a follow-up brown bag noon meeting for **Friday 7/10**.

Action: Veronique and Roberto will present the idea to the working groups to partner in bringing in Rose Moore to provide diversity training and have each working group pay about \$50 each to cover the \$450 for the half day session. A mutually agreed date would have to be scheduled before the Taos Conference.

Mick Trujillo's Announcement:

Mick discussed that Marion Timm is out because her immunity is down. The initiatives she champions— Taos Conference, Diversity Video and Booklet, and Diversity Alliance—will still get focused attention. Mick is now Acting Director. When Tom Garcia returns from vacation, meetings and decisions will take place. Mick asked for our help, support and comments, and said the DVO will put vehicles in place to have clear, open communication. DVO budget is not in good shape. Garcia said there would be no last minute emergency spending by any Lab groups. Mick also discussed Lab student pay and ethnic representation issues and addressing parents' needs in educating their children.

Reports from Committees:

Hispanic Heritage Month Committee

Alfonso reported that the committee has a meeting on **Tuesday 7/14 at 9am** at the Aquatic Center with Debbie Jo, Los Alamos County Superintendent for Parks and Recreation, to discuss the 70 booths for the tent event and closing Central to hold a 50-unit car show. Tom Short, BUS Chief of Staff, wants to review booth applications before they go on the web. Compliance w/Appendix F and N and Community Outreach allows HDWG members and LANL and contractor employees to participate in the tent event because it is a Lab-sanctioned event, except overtime after 5pm that day will not be allowed. The tent from the Wellness Center is reserved for the HDWG Tent Event at no cost. JCNM has previously donated a check that is now on reserve and will be used to pay for the set up on that

Wellness Center tent. Jolyn reported that Yvonne scheduled the Banquet Committee meeting for Wednesday, **July 15 at 7:45 am** at the Otowi cafeteria. Opening ceremonies of the HHM are planned for September 15 w/a plaque to honor Ageda Martinez who is a 100 year old weaver and lecture by Jack Loeffler on Musica de los Ancianos with accompanying entertainment and poetry by a Dixon native.

Victory Committees:

Diversity Training: Alfonso reported letters will go out to Rose Moore to let her know of her selection and to Wanda Ross Padilla and a call to Frank Stonehouse letting them know of someone else's selection.

Marketing Strategy: Alfonso had no additional activities to report.

Management: Jolyn reported the letter to lab leaders would go out this week w/Roberto's signature. Interviews still need to be conducted for the Diversity Profiles section on the HDWG Web site. Roberto suggested having each of the candidates—R. Rangel, G. Rey, and R. Castro—write a bio on their background as a starting point. He also suggested adding Leonard Romero as another candidate. He is an example of a progression track to TSM. Felicitaciones Leonard!

Promotion and Education: Leonard reported that Eileen has some activities ongoing and she will report on them upon her return from vacation.

Bylaws and Standing Rules:

Roberto has received the draft bylaws and has added areas he wants addressed. The draft with his comments will be returned to Eileen to make the changes then goes to the membership for final approval. The target date for final approval is by the August Diversity Leadership Conference in Taos.

Educational Forum:

Roberto reported that the earlier target date of August 3 is not possible when examining the critical paths of the time-line, cost, schedule, and partnership components of putting together the forum. We need commitments from Browne, Garcia, Sandoval, the Foundation, CIO and DVO. Roberto suggested moving the Forum to January or February. By then, Browne's top team will be in place.

Mick's commitment to the Educational Forum is there if we need money, or Browne to make introductions at the event. He encouraged us to communicate directly with Tom Garcia. Veronique and Roberto suggested writing a position paper that includes all components of the event.

Action: A task force will produce an initial effort position paper on **Monday 7/13** at a 3:30 p.m. meeting at the Ridge Park club house.

Employee Advisory Committee (EAC) OS Series Pay Scale Benchmarking/Pay Equity:

Discussion was about the secretary pay scale which is benchmarked regionally, thus wages are below the national average. Also, the technicians are talking about unionizing which will mean also benchmarking wages regionally, thus lowering the wage scale. Mary Barr wants to address this issue w/the working groups.

Motion: Roberto moved we have Mary Barr speak on the above subject at our July 16 meeting. Second by Lawrence. Motion carried.

Action: Roberto will call her to arrange it so we can find out more about how HDWG would be asked to participate. Mick Trujillo will be invited to attend that meeting.

Round Table New Topics and Issues:

Roberto and Lawrence are attending the AAEEEO conference in ABQ on 7/15-16. Roberto will also be in Boston 7/19-26. Leonard will chair the next meeting and take over Roberto's duties during his absence.

Action: Roberto gave \$10 to get cards to send get well card to Mike Lucero and Marion Timm.

Motion: Roberto moved we ask DVO to put out a call by **Friday 7/17** for new members. The call will be open for two weeks. The interviews will be scheduled during the second and third week in August. Candidates will be shown and must agree to the Victory statements. The decision will be made during the fourth week in August. New members will be initiated and attending their first meeting on September 10. Second by Alfonso.

Action: Leonard and Alfonso agreed to be two of the three HDWG members to conduct interviews. Members can submit interest to interview to Leonard.